

From: Wu, Jennifer
To: Henning, Alan; Carlin, Jayne
Sent: 3/12/2015 3:45:31 PM
Subject: How I'm doing today

Ex. 6 - Personal Privacy

On another note, I did get a voicemail from Christine re: our concerns. She's very interested in hearing where we're coming from and communicating it to Dennis (actually, you guys are probably more up to date than I am from the Managers' call.)

Thinking about what we talked about yesterday, here are some points I thought would be worth bringing up to Dennis in a constructive but direct way about our concerns.

- If the State doesn't show progress by June, we'll need to apply penalties to their 319 program. That leaves 3 months for us. Limiting staff from meeting and delaying the scheduling of upper manager meetings will severely affect our ability and the ability of state staff to have the State show progress by June. We have already likely lost a month in work that could have gone towards furthering the Agency's and State's understanding of each other's programs and establishing stronger working relationships. If staff are unable to meet, that will result in staff being unable to show sufficient progress by the State.

- Both of you and I have worked in Oregon and work closely with state staff from many different programs. We are interested in environmental improvement, working with the State, and being practical. Collectively, all of us work in the 319 program, TMDLs, and various TMDL implementation efforts.

- We have set out a general plan on how to move forward with the forestry measures, including regular meeting with state staff. These meetings are necessary to be able to pinpoint the specific areas of agreement and areas we need to work on more. Staff have already had a direct, constructive discussion in February where fundamental issues such as language and terms need to be clarified. EPA and State staff mutually agreed that we wanted to work together and were eager to do so. Clearing up areas such as these will make for more efficient and effective meetings for managers and enable staff to make progress on forestry measures.

- Delays in staff being able to talk with each other adds stress and extra work to an already ambitious timeline. Given EPA's resources, EPA CZARA staff are already stretched thin. We each carry numerous duties with equally important issues and yet have tried to be responsive to management requests on short timelines over the last few months. This has meant that every CZARA staff from EPA R10, EPA HQ, and NOAA staff has worked some nights and weekends to be responsive. We recognize that sometimes that is what is needed and are willing to do that, when necessary.

If EPA CZARA staff are not able to talk with state staff in the next week, our schedule will be pinched even further setting us up for another tight schedule in May-June when we have other pending projects

Non-Responsive

Non-Responsive This is the kind of issue that reduces employee morale and creates extra stress to an already challenging situation. In addition, the uncertainty of when decisions will be made, what will be asked of us, and when, is frustrating. These actions impede the ability of EPA CZARA staff to do our jobs for CZARA in working with the State staff to address gaps in their program. Talking with State staff and arranging a meeting with ODF management seem like reasonable first steps.

- If management would like us to explain sideboards on what staff can talk about (defining the issue, clarifying language), we can do that. If management would like us not to talk with staff, EPA CZARA staff would like to know the timeline and expectations so that we can plan our workload accordingly.

Okay, I guess I'm still not happy. I just want to lay things out in a constructive way that are not too whiney, but yet lets Dennis know about the impacts these types of decisions have on working to resolve forestry issues and on staff.

From: Henning, Alan

Sent: Thursday, March 12, 2015 10:49 AM

To: Wu, Jennifer

Subject: How are you?

Jenny,

Non-Responsive

Alan